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Overview and Update

Real Estate Community of Practice

Workforce Development Steering Committee

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"Our goal should be to develop a highly trained workforce that works in a team setting, learns from its' mistakes, makes a positive difference, and maintains balance in their personal lives."

BG Randal R. Castro
Commander
USACE, South Atlantic Division

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GOAL

The stated goal of the Workforce Development Steering Committee (WDSC) is:

“to ensure a world class Real Estate workforce for the US Army Corps of Engineers founded on a proficiency in technical, communication, managerial and leadership skills.”

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STRATEGY AND ROLE

WDSC strategy and role:

- assess organizational and related career development needs;

- develop and evaluate alternatives to address these needs;

- develop and recommend workforce development policies, guidance, processes and activities; and

- serve as a corporate resource for workforce development issues.

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MEMBERSHIP

Chris Baysinger	North Atlantic Division
Christopher Borton	Huntington District
Noreen Dresser	New York District
Donna Goldstrom	Pittsburgh District
Bill Graham	Huntington District
Tom Hewlett	St. Louis District
Nina Kelley	Baltimore District
Anne Kosel	Kansas City District
Jim Leary	New England District
Dominick Lijoi	Lakes and Rivers Division
Barnie McDonald	Mississippi River Division
Mark Moore	Little Rock District
Mark Nelson	St. Paul District
Laura Norman	HQUSACE
Priscilla Paige	HQUSACE
Ralph Werthman	Rock Island District
David Wilborn	Nashville District

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APPROACH

Incorporate recommendations into components of the existing workforce development program such as:

- Revision to the *Real Estate Career Program ER*;
- Updates to the *Real Estate Program Handbook*;
- Completion of a *Career Program Managers Guide*;
- Increased emphasis and awareness of the CERE Workforce Development web page;
- Consideration of career development needs for non-CP55 careerists; and
- Continued career and professional development guidance and leadership from the HQUSACE Directorate of Real Estate.

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Workforce Development Needs Assessment

- Skill set analysis
- Career Program Managers Workshop
- Workforce Survey

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Workforce Development Resources

- Existing workforce planning and career development resources

- Changes to: RE Homepage and Workforce Development Web page

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KEY ISSUES

- Limited professional association affiliation
- Aging Workforce (majority of 1170 and 1171 have 15 or more years of service)
- Attorney advancement limited
- Lack of RE Career Program awareness

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KEY ISSUES

- CP55 guidelines not a major factor in IDPs
- No relationship between RE Master Training Plan and promotions
- Significant number of careerists do not have IDPs or meaningful IDPs
- Leadership training will enhance careers, but technical training is most relevant in current position

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KEY ISSUES

- Employees not seeking career counseling from CPM and/or supervisors
- Mentor considered positive, but few have one
- Workforce development programs and resources not communicated effectively
- Environmental training is needed

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KEY ISSUES

- **Interpersonal skill training is needed**
- **Professional development for Non-CP55 careerists needed**
- **40% of 1170s do not have undergraduate degree**
- **Developmental assignments – highly favored professional development**

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RECOMMENDATIONS and ACTIONS

Sixty-six Recommendations		Actions
1.1	RE Program Regulation	Update
2.1-2.12	Career Program Handbook	Update
3.1-3.20	Career Program Managers Guide	Steal Shamelessly
4.1-4.2	Workforce Development Web Page	Work in Progress
5.1-5.10	Development – Non CP55	"All Hands Letter"
		and 905 Training

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"Our people come to work excited every day because they are valued members of a continuously improving team of selfless national servants."

BG Don T. Riley
Commander
USACE, Mississippi Valley Division